



County of Los Angeles CHIEF EXECUTIVE OFFICE

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WILLIAM T FUJIOKA
Chief Executive Officer

June 30, 2014

To: Supervisor Don Knabe, Chairman
Supervisor Gloria Molina
Supervisor Mark Ridley-Thomas
Supervisor Zev Yaroslavsky
Supervisor Michael D. Antonovich

From: William T Fujioka
Chief Executive Officer

A handwritten signature in black ink, appearing to read "W. T. Fujioka", is written over the printed name and title.

Board of Supervisors
GLORIA MOLINA
First District

MARK RIDLEY-THOMAS
Second District

ZEV YAROSLAVSKY
Third District

DON KNABE
Fourth District

MICHAEL D. ANTONOVICH
Fifth District

DEPARTMENT OF CHILDREN AND FAMILY SERVICES' REQUEST TO APPOINT HELEN BERBERIAN TO THE POSITION OF DEPUTY DIRECTOR, CHILDREN AND FAMILY SERVICES (UNCLASSIFIED)

The Department of Children and Family Services (DCFS) requests approval to appoint Ms. Helen Berberian to the position of Deputy Director, Children and Family Services (UC), Item No. 9114, at an annual base salary of \$148,600. The base salary placement for Ms. Berberian onto Management Appraisal and Performance Plan (MAPP) Tier I Salary Range R14 (the Board approved the range for this position) will place Ms. Berberian slightly above the control point of the range. This salary is recommended based on Ms. Berberian's professional experience and the role and responsibilities she will perform as Deputy Director for DCFS.

As Deputy Director for the Bureau of Clinical Resources and Services, Ms. Berberian will have supervisory responsibility for over 400 staff and will be reporting directly to the DCFS Medical Director, Dr. Charles Sophy. She will be responsible for the following major organizational units and major departmental initiatives: High Risk Services Division; Coordinated Services Action Team; Child and Family Team Division; Education and Development Division; the High Risk Youth Project; the Wraparound Program; and Health Management Services which includes the Medical Case Management Unit and Child Welfare Health Services. Ms. Berberian will serve as a key member of the Department's Executive Team which provides services to over 36,000 children with over 7,500 staff. A major responsibility of Ms. Berberian as Deputy Director of the Bureau of Clinical Resources and Services will be coordination and implementation of the Katie A settlement.

"To Enrich Lives Through Effective And Caring Service"

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Ms. Berberian is integrally involved in assisting with the coordination of activities and implementation of initiatives within the Bureau of Clinical Resources already as identified below:

High-Risk Youth Database

Ms. Berberian was instrumental in managing the development of a tool that assesses the placement instability of the 36,000 children under the Department's supervision. By applying data mining principles to information maintained within various DCFS databases, the tool assist social workers in identifying children that are at the highest risk of placement disruption. The tool enables the department to identify those children with higher level needs for assessments and identify more appropriate placements to meet their unique challenges.

Group Home Placement for Children Under 12

Ms. Berberian was instrumental in managing the development of a standardized approval process to systematically rule out all possible lower levels of care for a child under age 12 entering a group home placement. As a result of her efforts, the Department has realized nearly a 50 percent reduction in the under 12 Group Home population since April 2012 – recognized by the Katie A Panel members as a major accomplishment.

Ms. Berberian has a Master's Degree in Marriage and Family Counseling and most recently has been the Executive Assistant to the DCFS Director where she had primary responsibility for direction of key Department strategic initiatives and was responsible for Board/Commission Relations and Public Inquiry. She was critical to the establishment of the new Child Welcome Center and Youth Welcome Center which handles over 4,000 children and youth awaiting placement.

Ms. Berberian served for five years as the Senior Legislative/Policy Deputy for Supervisor Michael D. Antonovich where she was responsible for analyzing and formulating County policy initiatives related to human services, budget and litigation issues. In this role she provided daily support to the Fifth District Supervisor and social service departments in Los Angeles County.

Ms. Berberian has extensive experience as a children's social worker, supervisor, manager and administrator in the Department and provided direct support to the Director of DCFS.

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In accordance with policy on managerial appointments, unless otherwise instructed by your Board by July 14, 2014, the Chief Executive Office will advise the Department of Children and Family Services that authorization has been granted to proceed with Ms. Berberian's appointment to Deputy Director, Children and Family Services (UC), at an annual base salary of \$148,600, effective no sooner than July 15, 2014.

If you have any questions, please contact me, or your staff may contact Steve Masterson at (213) 974-8481.

WTF:AJ:ljp

c: Executive Office, Board of Supervisors
County Counsel
Department of Children and Family Services

Berberian.bm